Published Date:	**January 2025**
The Policy will be reviewed annually, or more regularly, in the light of any significant new developments. The next anticipated review date will be:	**January 2026**

Anti-Bullying Policy

Rationale

At GFM, every member of our community deserves to feel safe, respected, and valued. Bullying undermines the nurturing environment we strive to maintain, harming mental health, disrupting learning, and damaging relationships. We are committed to preventing and addressing all forms of bullying, including cyberbullying and the misuse of Artificial Intelligence (AI). Through education on kindness, mindful behavior, and responsible technology use, we aim to empower students to contribute positively to our school and society.

Definition of Bullying

Bullying is the intentional hurting of one person by another, involving an imbalance of power. It is often repetitive, but even a single act can have a lasting impact. Forms of bullying include but are not limited to:

Emotional: Exclusion, intimidation, or tormenting.

Physical: Hitting, kicking, aggression or violence.

Verbal: Name-calling, sarcasm, or spreading rumors.

Racist: Offensive remarks, gestures, or graffiti.

Gender-based: Unwanted physical contact or discriminatory comments.

Cyber: Technology used to harm others, such as:

   i. Sending malicious messages or sharing private information.
   ii. Misusing AI to create harmful content (e.g., deep fakes or defamatory material).
   iii. Spreading misinformation or threats through digital platforms.

Roles and Responsibilities

Students

- Treat others with fairness and respect.
- Report bullying incidents to a trusted adult.
- Use technology, including AI responsibly and safely

Parents and Families

- Model respect and empathy at home.
- Monitor children's technology use, ensuring responsible behavior.
- Report bullying concerns promptly and support school efforts to address them.

'To empower people to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'

Teachers and Staff

- Model respectful, inclusive behavior.
- Identify and address bullying incidents promptly.
- Educate students on bullying prevention, ethical technology use, and misinformation.
- Document incidents as per school guidelines.

School Leadership

- Ensure the policy is implemented effectively.
- Ensure the curriculum is designed to proactively inform
- Provide staff training and resources to tackle all forms of bullying.
- Promote a culture of mutual support and belonging.
- Regularly review and update the policy to address technological and societal changes.

Response to Bullying

The school takes all reports seriously and responds to ensure safety and well-being.

Preventative Measures

- Integrate anti-bullying themes into the curriculum, teaching empathy, critical thinking, and ethical technology use.
- Conduct assemblies, workshops, and campaigns to raise awareness.
- Train students to recognize and respond to misinformation and online threats.

Intervention Process Measures

- Gather facts with a "no-blame" approach to understand all perspectives.
- Prioritize the safety of the victim and address the bully's behavior and report on Guard
- Inform parents of both parties early in the process.

Support and Consequences

- Offer counseling to the victim to rebuild confidence.
- Work with the bully and onlookers to understand their actions and implement behavior change strategies.
- Apply consequences per the behavior policy, including restorative practices or exclusion when necessary.

Ongoing Monitoring

- Monitor to ensure the bullying has stopped.
- Maintain communication with families for support and updates.
- Collaborate with IT experts to monitor technology misuse.
- Educate students about identifying and reporting AI-generated threats.
- Enforce technology guidelines, aligning with the **Acceptable Use Policy** and **BYOD Policy**.

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Policy Monitoring and Review

This policy will be reviewed annually or sooner if needed due to significant developments. The Principal and Senior Leadership Team are responsible for evaluating its effectiveness, ensuring alignment with the school's vision, values, and technological advancements. By working together, we create a safe, inclusive, and caring environment where bullying is not tolerated, and every student has the opportunity to flourish

Rationale

At GFM, we believe that every member of our school community has the right to feel safe, respected, and valued. Bullying, in any form, undermines the inclusive and nurturing environment we strive to maintain. It can harm mental health, disrupt learning, and damage relationships. Therefore, we are committed to preventing and addressing all forms of bullying, including emerging challenges such as cyberbullying facilitated by Artificial Intelligence (AI).

Our proactive approach emphasizes educating students on the importance of kindness towards others, mindfulness, ethical behavior, and the responsible use of technology. By fostering the GFM values, we aim to empower students to contribute positively to our school and the wider world.

Definition of Bullying

Bullying is the intentional hurting of one person by another, involving an imbalance of power. It is typically repetitive, but a single significant act can also have a lasting impact. Bullying may manifest in the following ways:

Emotional: Exclusion, intimidation, or tormenting.

Physical: Hitting, kicking, or any form of violence.

Verbal: Name-calling, sarcasm, or spreading rumors.

Racist: Offensive remarks, gestures, or graffiti.

Gender-based: Unwanted physical contact or discriminatory comments.

Cyber: Use of technology to harm others, including:

   i.   Sending malicious messages or sharing private information without consent.
   ii. Misusing AI tools to create harmful content, such as deepfakes, defamatory material, or automated harassment.
   iii. Spreading misinformation or threats through digital platforms.

Roles and Responsibilities

To address and prevent bullying, all stakeholders in the school community have essential roles to play.

Students

Treat peers with fairness and respect.

Report any bullying incidents, whether as a victim or witness, to a trusted adult.

Learn and apply resilient strategies to stand up to bullying safely and assertively.

Use technology responsibly, avoiding the misuse of AI tools or other platforms to harm others.

Parents and Families

Foster an environment of respect and empathy at home.

Monitor children's technology use, ensuring they engage with digital tools responsibly and legally.

Report concerns about bullying to the school promptly and support the school's efforts to resolve the issue.

Participate in school-provided workshops on cyber safety and the ethical use of technology.

Teachers and Staff

Lead by example, modeling respectful and inclusive behavior.

Monitor students for signs of bullying, including subtle indicators of cyberbullying.

Teach students about bullying prevention, ethical technology use, and how to identify misinformation.

Address bullying incidents promptly and document them according to school guidelines.

Participate in training to stay informed about emerging technologies and bullying trends.

School Leadership

Ensure the implementation of this policy across the school.

Implement a well-designed curriculum that works to prevent bullying.

Provide resources and training for staff to tackle all forms of bullying effectively.

Promote a school culture of mutual support and belonging, reducing the likelihood of bullying behaviors.

Review and update the anti-bullying policy regularly, reflecting advancements in technology and societal trends.

Response to Bullying

The school takes all reports of bullying seriously, responding in a manner that prioritizes the safety and well-being of all involved. The process for addressing incidents includes the following steps:

Preventative Measures

Integrating anti-bullying themes into the curriculum, including lessons on empathy, critical thinking, and the ethical use of technology.

Conducting regular assemblies, workshops, and campaigns to raise awareness about bullying and cyberbullying.

Providing training to students on recognizing and responding to false or threatening information online.

Intervention and Response Measures

Adopt a "no-blame" approach to gather facts and understand the perspectives of all parties involved.

Ensure the immediate safety and well-being of the victim while addressing the behavior of the bully.

Report the allegation on Guard

With a line manager, investigate the allegation and record outcomes and actions on Guard

Parents of both the victim and the bully are informed early in the process.

Support and Consequences:

Offer counseling and support to the victim to rebuild confidence and resilience.

Work with the bully and local perpetrators to understand the impact of their behavior and implement strategies to change it.

Apply appropriate consequences based on the school's behavior policy, which may include restorative practices, loss of privileges, or exclusion.

Ongoing Monitoring

Continue to monitor the situation to ensure the bullying has ceased.

Maintain communication with the families of those involved to provide updates and additional support if necessary.

Monitoring of Cyberbullying and AI Misuse

Collaborate with IT experts to monitor and address cases involving the misuse of technology.

Educate students on identifying and reporting AI-generated misinformation or threats.

Implement strict guidelines for technology use, ensuring compliance with the school's **Acceptable Use Policy** and **BYOD Policy**.

Policy Monitoring and Review

This policy will be reviewed annually or more frequently if significant developments occur. The Principal and Senior Leadership Team are responsible for evaluating its effectiveness and ensuring it remains aligned with the school's vision, values, and advancements in technology. By working together, we can create a safe, inclusive, and caring environment where bullying is not tolerated, and every student has the opportunity to flourish.